

Establishing a Successful Diversity Initiative

1. Senior leaders initiate diversity effort

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2. Assess the current situation

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3. Create vision, goals, plan, budget

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4. Design improvement processes

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5. Mobilize commitment, implement

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6. Reassess and reward

Establishing a Successful Diversity Initiative

1. Senior leaders initiate diversity effort
 - Clarify the business case

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 - Clarify the business case
 - Define key roles

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 - Define key roles
 - Create diversity initiative charter

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1. Senior leaders initiate diversity effort
 - Clarify the business case
 - Define key roles
 - Create diversity initiative charter
 - Select and launch the diversity team

Establishing a Successful Diversity Initiative

2. Assess the current situation
 - Decide what to measure

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- Decide what to measure
- Develop or customize assessment tools and methods

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- Decide what to measure
- Develop or customize assessment tools and methods
- Communicate process, collect data

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2. Assess the current situation

- Decide what to measure
- Develop or customize assessment tools and methods
- Communicate process, collect data
- Compile results and share information

Establishing a Successful Diversity Initiative

3. Create vision, goals, plan, budget
 - Create a compelling vision

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3. Create vision, goals, plan, budget
 - Create a compelling vision
 - Set goals with success measures

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3. Create vision, goals, plan, budget
 - Create a compelling vision
 - Set goals with success measures
 - Develop action plan and budget

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3. Create vision, goals, plan, budget
 - Create a compelling vision
 - Set goals with success measures
 - Develop action plan and budget
 - Communicate the vision, goals, and action plan

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4. Design improvement processes
 - Develop improvement processes

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4. Design improvement processes
 - Develop improvement processes
 - Solicit feedback and make adjustments

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4. Design improvement processes
 - Develop improvement processes
 - Solicit feedback and make adjustments
 - Produce or buy required materials

Establishing a Successful Diversity Initiative

- Improving communication
 - Meetings, speeches, videos

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- Improving communication
 - Meetings, speeches, videos
 - Internal written communications

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 - Meetings, speeches, videos
 - Internal written communications
 - External written communications

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- Improving communication
 - Meetings, speeches, videos
 - Internal written communications
 - External written communications
 - Diversity events and celebrations

Establishing a Successful Diversity Initiative

- Improving recruitment
 - Diversity-friendly benefits

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- Improving recruitment
 - Diversity-friendly benefits
 - Accurate job descriptions

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- Improving recruitment
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 - Networking

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 - Performance-based interviewing

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 - Accurate job descriptions
 - Networking
 - Performance-based interviewing
 - Feedback from interviewees

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- Improving recruitment
 - Diversity-friendly benefits
 - Accurate job descriptions
 - Networking
 - Performance-based interviewing
 - Feedback from interviewees
 - Recruitment training

Establishing a Successful Diversity Initiative

- Improving retention
 - Formal or informal orientation

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- Improving retention
 - Formal or informal orientation
 - Effective performance development

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 - Effective performance development
 - Supportive groups and policies

Establishing a Successful Diversity Initiative

- Improving retention
 - Formal or informal orientation
 - Effective performance development
 - Supportive groups and policies
 - Teamwork, management, and leadership policies and practices

Establishing a Successful Diversity Initiative

- Improving diversity awareness and skills development
 - Self-assessment
 - 360-degree assessment
 - Diversity training

Establishing a Successful Diversity Initiative

- Improving leadership development
 - Self-assessment
 - 360-degree assessment
 - Leadership training

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5. Mobilize commitment and implement
 - Determine methods to mobilize commitment

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5. Mobilize commitment and implement
 - Determine methods to mobilize commitment
 - Prepare implementation plan

Establishing a Successful Diversity Initiative

5. Mobilize commitment and implement
 - Determine methods to mobilize commitment
 - Prepare implementation plan
 - Implement improvements, adjust as needed

Establishing a Successful Diversity Initiative

6. Reassess and reward

- Determine what progress has been made

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- Determine what progress has been made
- Reward successes and celebrate

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6. Reassess and reward

- Determine what progress has been made
- Reward successes and celebrate
- Communicate results to wider population

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1. Senior leaders initiate diversity effort